

## JOHN ASTLE

FMCS No. 2971

### BUSINESS ADDRESS:

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### PRESENT OCCUPATION:

Arbitrator

### PROFESSIONAL AFFILIATIONS:

Montana Arbitrators' Association

### EDUCATION:

BS Degree	Education	Montana-Western University, 1970
MA Degree	Education	Montana-Western University, 1988

### WORK EXPERIENCE:

1956 to 1959: Smelterman, Anaconda Company  
1959 to 1973: Newspaper Printer  
1970 to 1995: Teacher, English & Journalism  
1980 to Present: Freelance Writer  
1988 to 1997: Member, Butte Public Library Board

### ARBITRATION/LABOR RELATIONS EXPERIENCE:

1983 to Present: Arbitrator; Arbitrate labor and employment cases (see industries and issues below). Listed on two panels, FMCS and Montana Board of Personnel Appeals  
1966 to 1970: Negotiations and Grievance Committee for Butte Typographical Union  
1975 to 1980: Negotiations and Grievance Committee for Butte Teachers Union  
1981 to 1989: Member of the Montana Board of Personnel Appeals  
1983: Fact-finder for Missoula County and Police Association  
1987 to 1998: President of Montana Arbitrators Association (MAA)  
1982 to 2003: Served on workshop panels for annual MAA labor relations conference  
2001 to Present: Treasurer of Montana Arbitrators Association

**INDUSTRIES:** Automotive, education, entertainment, health care, police and fire, transportation, trucking and storage, electric power utility; Federal sector: military base, Bureau of Reclamation, Immigration and Naturalization, Indian Health Service; Public Sector: state, city, county govt., Montana Lemon Law

**ISSUES:** Arbitrability, discipline, discharge, hiring practices, job posting/bidding, layoffs/bumping/recall, management rights, official time, safety/health conditions, seniority, subcontracting/contracting out, job classification and rates, overtime pay, violence or threats, work assignment, bargaining unit work, reduction in force, schedule of work, shift hours, suspension, attorney fees, automobile lemon law

**PERMANENT PANELS:** State of Montana Department of Administration Lemon Law

**PER DIEM FEE:** \$75 per hour plus expenses. (\$600 per eight-hour day)

**Interest Arbitration, Fact-finding, and Labor Mediation:** \$75 per hour plus expenses

**Travel Time:** \$75 per hour plus expenses

**Expenses:** Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food, and lodging. Automobile mileage is charge at the applicable IRS expense rate. Arbitrator charges actual expenses for copying, phone, and clerical assistance.

**CANCELLATION FEE:** \$300 if cancelled less than one week before a scheduled hearing  
(Fee Schedule is effective January 1, 2003)

08/01/2005